

INDEPENDENT SCHOOL DISTRICT 659
PUBLIC HEARING

Monday, November 8, 2021 ~ 6:15 p.m. - 6:50 p.m.
Northfield District Office Boardroom

Zoom Meeting Link: <https://northfieldschools-org.zoom.us/j/86582647625?pwd=YzhaOGpmZFpSSmFUMWZkL1RwSkVrUT09>
Passcode: 5469102

AGENDA

- I. Call to Order
- II. Procedures for Public Hearings
- III. Review outcomes of the 2020-2021 World's Best Workforce Plan and goals and strategies for the 2021-2022 school year.
- IV. Opportunity for Community Feedback
- V. Adjournment

PROCEDURES FOR PUBLIC HEARINGS BEFORE THE SCHOOL BOARD

It is a policy of the Northfield Board of Education to obtain as much information from as many sources as possible prior to making decisions. In order to assess public attitude the board will schedule public hearings, the purpose of which is to take public testimony from members of the school district on issues under consideration by the board.

Every effort will be provided at a public hearing for all points of view to be heard and considered. To that end, the board has adopted the following procedures:

- 1) Individuals wishing to address the board shall be recognized by the Chair prior to speaking.
- 2) Each speaker will state her/his name prior to making comments.
- 3) Each speaker will be limited to three-minutes unless the limit is waived by a majority vote of the board members present at the beginning of the hearing.
- 4) An individual may speak more than once provided others wishing to speak have had an opportunity to do so.
- 5) Questions for clarification are appropriate, but debate of issues is not.

**Northfield Schools - World's Best Workforce Report (WBWF)
Narrative Presentation to the School Board
November 8, 2021**

Slide Number	Notes
1	I am pleased to present the 2021 World's Best Workforce Report tonight. I want to thank the members of Northfield Forward who met in October and provided feedback on this report.
2	All of our work is grounded in advancing the district vision and mission.
3	As we look ahead to the metrics in this report, please consider the context of these 2021 results. We are in the midst of an extended period of disrupted education and the results reflect that reality. Now is the time that we are rethinking what we do, rebuilding and moving forward. In essence, 2021 represents a baseline for the work ahead.
4/5	<p>WBWF legislation requires that we report the status of our qualified teaching staff in the district to ensure that all students have access to high quality teachers.</p> <p>Please note that in the context of the state, none of our schools are categorized as either high or low poverty schools. Additionally, none of the Northfield schools are considered to have either a high or low number of students of color or American Indian or Alaska Native students.</p> <p>As you can see from the table, all of our students have similar access to experienced and high quality educators.</p>
6	Goal One: All children are ready for school.
7	<p>Our goal for this fall: 75% of incoming kindergarten students will meet the grade level benchmark on the NWEA Fall 2020 Primary MAP test.</p> <p>Acronym Definition: NWEA MAP - Northwest Evaluation Association Measure of Academic Progress</p>

	<p>Last June, based on the recommendation of the K-8 Benchmark Team and with the approval of the district administrative team, we switched to the Star test as our universal screener and progress monitoring assessment. The Star, one of four tests listed on the MDE recommended list, is a nationally normed, computer adaptive test that can be administered in half the time of an equivalent MAP test.</p> <p>Acronym Definition: MDE - Minnesota Department of Education</p>
8	<p>All K-8 students, including Portage, completed the fall Star test. We did have a handful of students unable to complete testing due to absences and quarantine protocol, but almost 2,500 students completed the math and reading assessments, including 237 kindergarten students. The results indicate that just over half of our kindergarten students are meeting the grade level benchmark on this metric. 21% of the tested kindergarteners are FRP and 21% are students of color. We do see the gap that exists between student groups at the start of formal schooling.</p> <p>Acronym Definition: NFRP - Non Free and Reduced Lunch students, FRP - students qualifying for the federal free and reduced lunch program, SOC - Students of Color.</p>
9	<p>This slide illustrates the trend in fall Star and MAP scores for our incoming kindergarten students.</p> <p>Linking studies have been conducted on Star and Map providing us with a measurement of the strength of the relationship of Star reading scores to scores on other tests of reading achievement, including MAP. Based on these studies, we can reasonably hypothesize that these fall 2021 results would be consistent had our students taken the Primary MAP.</p>

10	<p>Our action steps for the 21-22 school year include continuing with our benchmark assessments in the winter and spring to measure student progress, using our Preschool Navigators to help support and connect our families to area preschools and other services and maintaining our data sharing agreements with area preschools so that we can better understand our incoming kindergarten student preschool experience.</p> <p>We have implemented the Heggerty curriculum in all kindergarten, first and second grade classrooms. This curriculum is designed to provide daily instruction in 8 phonological and phonemic awareness skills. Heggerty is an explicit and systematic approach in which students are practicing blending, segmenting, isolating and manipulating words, syllables, onset-rime and/or phonemes each day. The dyslexia specialists at MDE refer to Heggerty as universal inoculation against future reading difficulties. For 12 minutes of instruction each day, this program has a powerful impact.</p> <p>We are also benefiting from the support of MN Reading Corps tutors at the NCEC. These tutors are providing whole class support to our youngest learners as they become secure in their early literacy skills.</p> <p>And finally, the district is using Talking Points, a two way text messaging platform that can translate incoming and outgoing messages into more than 100 languages. Since the start of the school year, our families have sent over 6,600 messages to school staff in 8 different languages.</p>
11	<p>Our WBWF kindergarten readiness goal for the 21-22 school year: 70% of incoming kindergarten students will meet the grade level benchmark on the Fall 2022 Star Early Literacy Test.</p>
12	<p>Goal Two: All third graders can read at grade level.</p>

13	<p>The goal for the 20-21 school year: 70% of third graders will meet or exceed grade level standards on the 2020 MCA.</p> <p>Acronym definition: MCA - Minnesota Comprehensive Assessment</p>
14	<p>After two years of solid improvement, we see the impact of disrupted education on our primary readers in every demographic.</p>
15	<p>It is important to take a look at the state context for our proficiency rate of 60.2%. 82% (256) of the 311 public operating elementary Independent Districts testing 10 or more students had proficiency rates lower than Northfield. The highest third grade proficiency rate for 01 districts was Chatfield, at 81.4%. Only 12 districts had proficiency rates greater than 70%. The pandemic had an impact on literacy growth across the country.</p>
16	<p>Moving forward, our action steps include continuing strong core instruction with our CCC literacy curriculum, using interventions like SIPPS to accelerate the growth of students who are struggling to read at grade level and participating in programs like MN Reading Corps, which provides in-person tutoring opportunities to our K-3 students.</p> <p>Additional FTE was added at all three elementary schools, and specifically in grade three at Spring Creek and Bridgewater to help reduce the student/teacher ratio.</p> <p>When needed, we are implementing grade wide flexible grouping to provide target instruction for 30 minutes per day, along with the support provided by our reading support teachers. Teachers are also implementing whole class interventions as recommended by the K-5 summer work team.</p> <p>Acronym Definition: CCC - Center for Collaborative Classroom, SIPPS - Systematic Instruction in Phonological Awareness, Phonics, and Sight Words</p>

17	The WBWF third grade reading goal for the 21-22 school year: 65% of third graders will meet or exceed grade level standards on the 2022 MCA.
18	Goal Three: All racial and economic achievement gaps between students are closed.
19	As you may recall, we moved from focusing our goal on MCA achievement gap metrics to attendance based on feedback from the Northfield Forward in the fall of 2019. Attendance is a key factor in school success and our 20-21 goal was 90% attendance for FRP and Hispanic student groups.
20	<p>Minnesota’s 2020 North Star goal is a consistent attendance rate of 95% with no demographic group below 90%.</p> <p>If a student attends more than 90 percent of the time they are enrolled, they are considered consistently attending.</p>
21	Attendance data is similar to graduation data in that there is a one year delay in reporting. However, due to COVID-19, 2020-2021 attendance accountability data is not available from MDE. We did look at local attendance data for this goal.

22	<p>As you can see from our local data, the percentage of FRP and students of color missing more than 10% of school days in the 2020-2021 school year was higher than their peers.</p> <p>Attendance data in the 2020-2021 school year included higher rates of quarantine and illness.</p>
23	<p>We have work to do to improve the attendance rates of our FRP and Hispanic students. We are fortunate to have the support of the Healthy Community Initiative and their funding of two Family Engagement Navigators. Cindy and Heidi are already making an impact as they connect with families and help them overcome barriers that make consistent school attendance difficult.</p> <p>We have launched a district MTSS team and dashboard to help us better identify and support families. This streamlined systems approach allows us to better utilize our resources to help the family unit rather than multiple buildings and staff working with individual students within the same family.</p> <p>Other action steps include employment of Promise Fellows at the secondary level to provide individual student academic and social emotional support and the monthly equity PLC work being completed by PLC teams across the district. On the third Wednesday of each month, teams come together to participate in new learning and reflection on various topics related to equity and antiracism.</p> <p>And finally, we are checking in with secondary students each quarter via the Student Engagement Instrument. Secondary PLC teams are working to strengthen the feelings of connectedness for all students.</p>
24	<p>The WBWF achievement gap goal for the 21-22 school year: The attendance rates of FRP and Students of Color groups will meet or exceed the rate of NFRP and White peers in 21-22.</p>

25	Goal Four: All students are ready for career and college.
26	Our WBWF plan includes two metrics for our career and college readiness goal: 8th grade MCA performance and ACT college readiness.
27	We did not reach our career and college readiness goals for the 2020-2021 school year.
28/29	Similar to third grade reading, the pandemic disruption impacted every 8th grade demographic group in reading and math.
30	Within the state context, our 8th grade proficiency rates are higher than 89% of 01 districts in reading, 85% of districts in math and 91% in science.
31	As a district, our average ACT composite score dropped slightly, with Northfield High School's average score increasing by .1 for the class of 2021. The national average dropped to the lowest in ACT history.
32	We did not reach our district goal of 40% of students reaching the college ready benchmark in all four subtests, but we remain above the state and national averages for this metric.

33	<p>Our action steps for career and college readiness include the implementation of AVID at the middle school, College in the Schools at NHS, the expanded use of Edgenuity and the addition of ACT preparation instruction.</p> <p>The AVID (Advancement Via Individual Determination) program features a rigorous academic elective course with a sequential curriculum focused on writing, inquiry, and collaboration as methodologies to accelerate student progress. The AVID model is grounded in research indicating that all students can learn challenging material if the right types of support are provided.</p> <p>College in the Schools has been implemented in partnership with Minnesota State University – Mankato. This opportunity allows high school students to earn college credits upon successful completion of the course.</p> <p>We continue to expand the use of Edgenuity at the high school and ALC to help students stay on track for graduation.</p> <p>Our graduating seniors report a desire to be better prepared for the ACT test. The use of flex time and the Naviance test preparation model at the high school were being explored prior to last year’s school closure. We will continue the planning process this year.</p>
34	<p>The 2021-2022 WBWF Career and College Readiness goals are:</p> <ol style="list-style-type: none"> 1. Increase percentage of proficient 8th graders to 65% on the 2022 MCA Reading and Math tests 2. Increase the percentage of students meeting the ACT college ready benchmarks in all 4 subtests to 40% for the Classes of 2022 & 2023
35	<p>Goal Five: All students graduate from high school.</p>

36	Our 20-21 graduation goal was a 95% 4-year graduation rate for the class of 2020.
37	We fell short of our district goal with a 4-year graduation rate of 90%, but Northfield High School Class of 2020 attained a 4-year rate of 96%.
38/39	As you can see in these trend slides, we have seen a significant improvement in the 4-year rate since 2017 but saw a pandemic decline for the Class of 2020. We have focused on supporting all students on their graduation path, tightened our record keeping and maintained the TORCH program and their successful work supporting at-risk secondary students both in our schools and as they pursue post secondary education.
40	<p>The ALC was identified as a school in need of comprehensive support due to a 4-year graduation rate of less than 67% for the demographic groups of all and white students. As part of this support, the district must report on these four assurances each year:</p> <ul style="list-style-type: none"> ● Continued communication and engagement with stakeholders. ● Reviewed comprehensive needs assessment for the school ● Implementing strategies outlined in the approved ALC School Improvement Plan ● Monitoring results and outcomes of action steps
41	As this graph illustrates, the ALC, after seeing an improved 4-year graduation rate for two years in a row, saw a decline for the Class of 2020.

42	<p>Our action steps for maintaining the 95% graduation rate include the continued use of peer helpers at the high school, close monitoring of our student records for graduation cohorts and expanded use of Edgenuity at both the HS and ALC. The peer helper program, which includes both academic and social emotional support, has been particularly successful at the high school, even during the extended school closure.</p> <p>The high school is engaged in course mapping during Wednesday PLCs this year to allow for closer monitoring of standards mastery for each student.</p> <p>Our Promise Fellows are trained in Check and Connect procedures to support students. Check and Connect is a U of MN student engagement intervention that has been used in K-12 schools with students showing early warning signs of disengagement from school and learning or at risk of dropping out.</p>
43	<p>The 2021-2022 WBWF graduation goal: The Northfield School District will achieve a 4 year graduation rate of at least 95%.</p>
44	<p>Summary table of WBWF goals and results. This is where we start our rebuilding as we move forward.</p>
45	<p>Last year, the district completed the second year of the Achievement and Integration Program (A&I). The purpose of this program is to pursue racial and economic integration, increase student achievement, create equitable educational opportunities, and reduce academic disparities based on students' diverse racial, ethnic, and economic backgrounds in Minnesota public schools.</p> <p>Northfield qualifies because we physically adjoin a racially isolated district.</p> <p>We set three goals for our A&I program and must report our progress annually. Our goals are improving FRP student performance on the ACT and Accuplacer, closing the achievement gap between FRP and NFRP students at the middle</p>

	school and increasing student awareness and understanding of district data.
46	<p>We did see an increase in the percentage of FRP meeting the college ready composite benchmark on the ACT. Please note that for the class of 2022, these outcomes represent the junior testing day results. We expect a number of these students to retake the ACT and/or the Accuplacer which will change the final outcomes for this class.</p> <p>For the first time, students were offered a choice in their post secondary testing on the junior state testing day. 27 students in the class of 2022 chose to take the Accuplacer and another 5 students took the ASVAB. The remaining 281 students took the ACT. 67 juniors elected not to take any test at all.</p>
47	Our FRP/NFRP achievement increased to 36% in 2021.
48	<p>In December 2019, Northfield hosted a youth data summit with approximately 100 participants from Northfield, Faribault, Tri City United and Waterville-Elysian-Morristown school districts. The summit was organized and facilitated by a team of students from Northfield, and our survey results indicated 100% of respondents learned something new about their district from the data reviewed that day. COVID-19 disrupted the plan for a second summit.</p> <p>We are exploring options for a spring 2022 data summit.</p>

World's Best Workforce Northfield Public Schools

NORTHFIELD SCHOOL BOARD PRESENTATION
NOVEMBER 8, 2021

District Mission

Our Vision

We will prepare every student for lifelong success within a world-class learning environment with a commitment to community partnerships and sustainability.

Our Mission

We deliver educational excellence that empowers all learners to engage in our dynamic world.



Rethink



Rebuild



Forward



Qualified Teaching Staff

MDE Reported Data - Fall 2021

Equitable Access to Excellent Teachers

Data Source:
MDE Report Card
Fall 2021 data



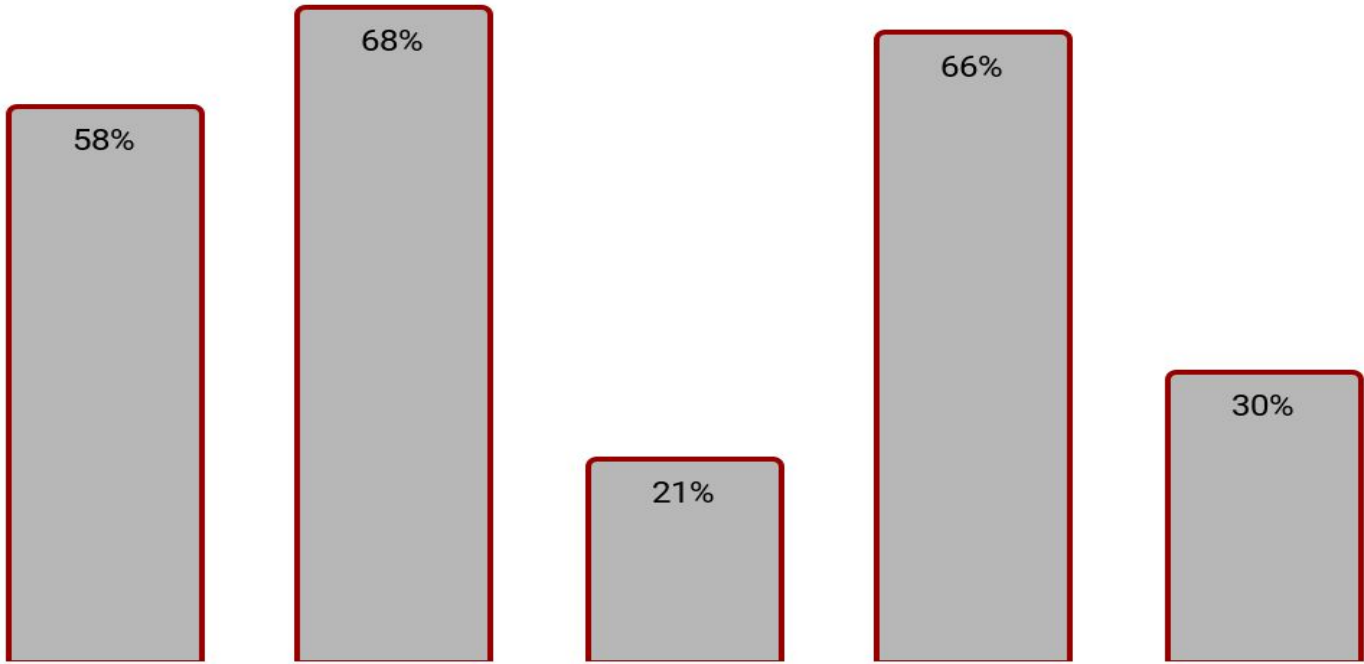
All children are ready for school.

GOAL ONE

2020 – 2021 Readiness Goals

75% of incoming kindergarten students will meet the grade level benchmark on the NWEA Fall 2021 Primary MAP test.

Fall 2021 Star Early Literacy Results (% of kindergartners scoring at or above the fall benchmark)



**Class Demographic
Breakdown**

**All
100%**

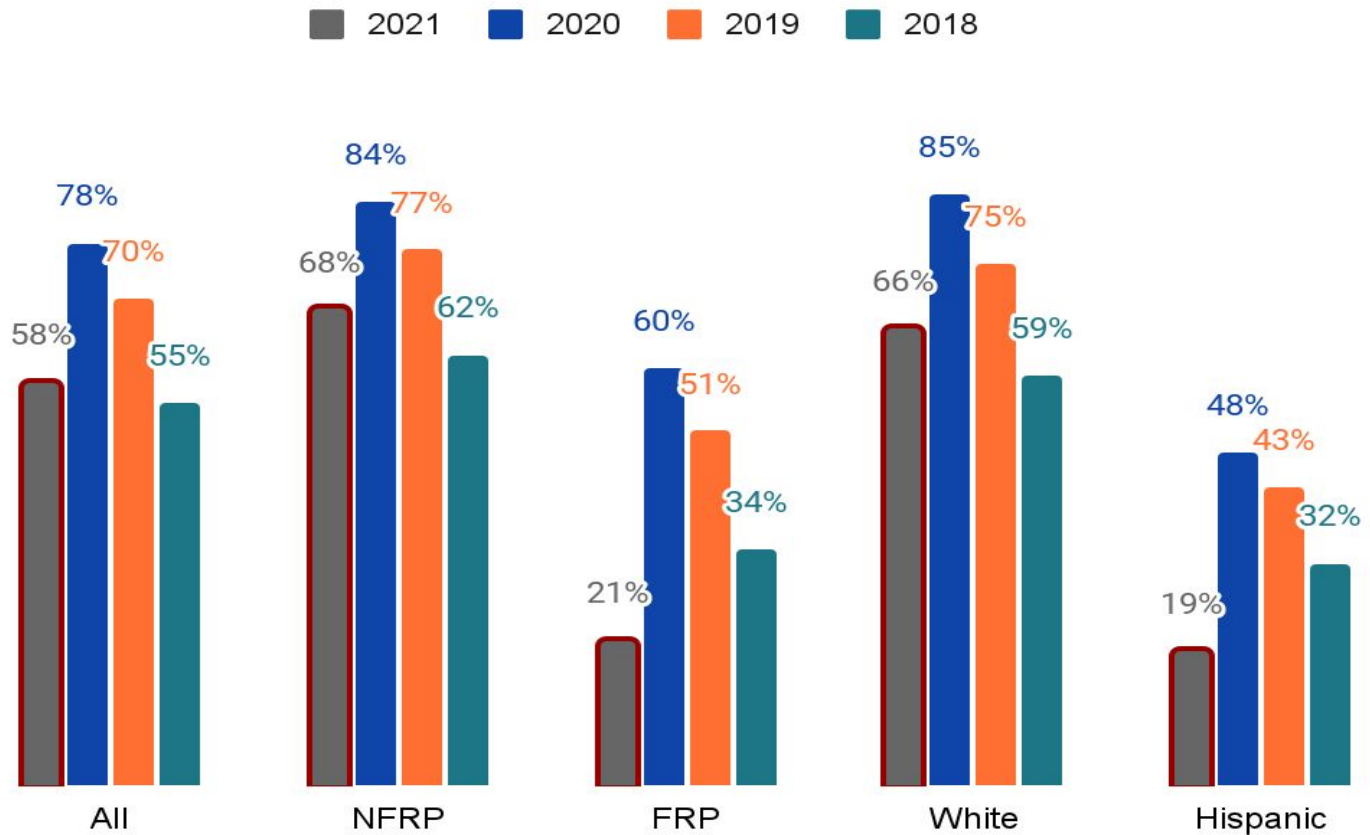
**NFRP
79%**

**FRP
21%**

**White
79%**

**SOC
21%**

Fall MAP Reading (2018-2020) and Star Early Literacy Results (2021) (% of kindergartners scoring at or above the fall benchmark)



What's Next

Action Steps:

- ❖ Preschool and Family Engagement Navigators
- ❖ PreK Heggerty curriculum for foundational skill development
- ❖ MN Reading Corps support at NCEC
- ❖ TalkingPoints to foster family connection
- ❖ Reboot the preschool data sharing process

2021 – 2022 Readiness Goals

70% of incoming kindergarten students will meet the grade level benchmark on the Fall 2022 Star Early Literacy Test

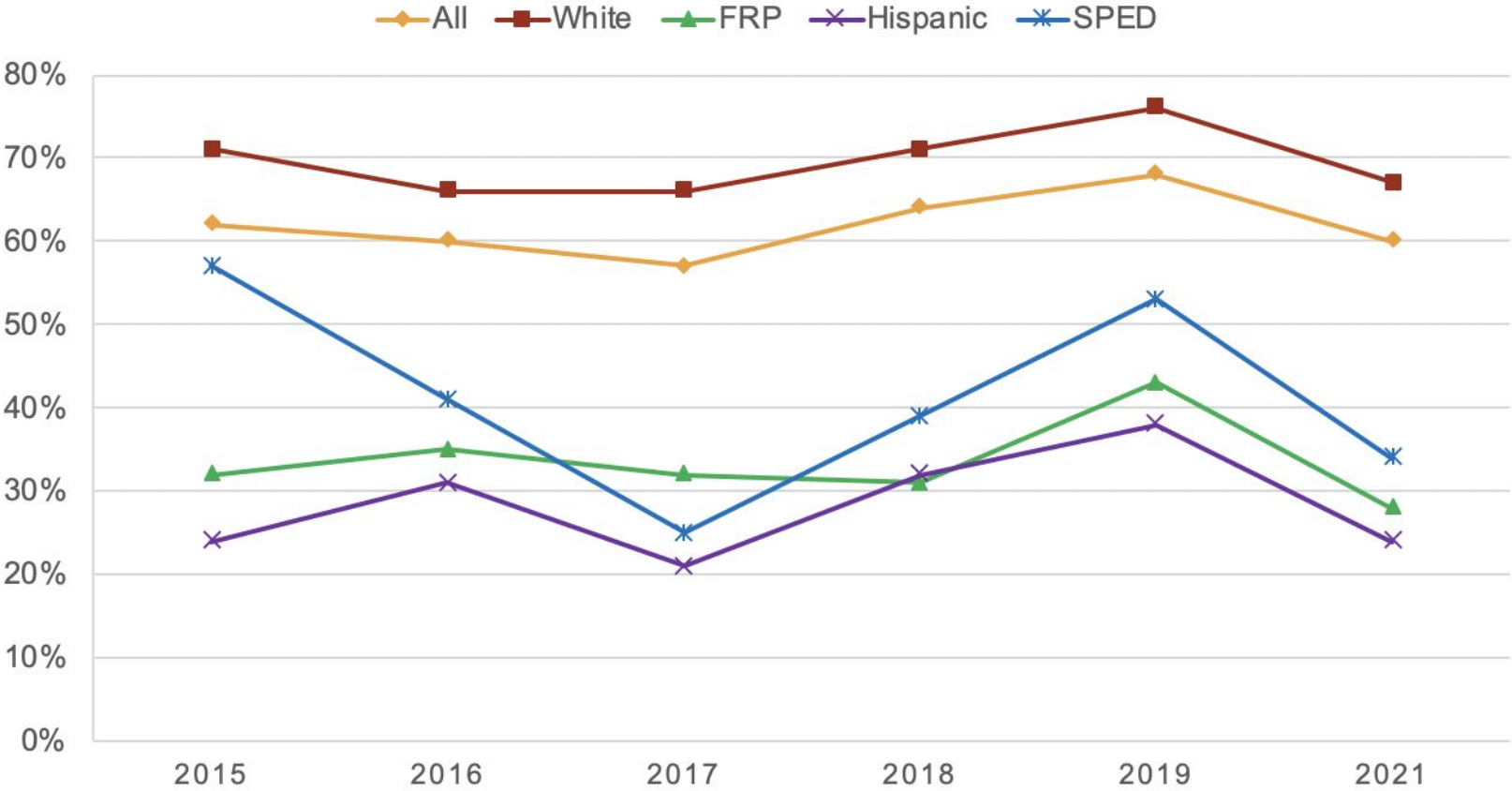
All third graders can read at
grade level.

GOAL TWO

2020 – 21 Grade 3 Reading Goal

70% of third graders will meet or exceed grade level standards on the 2021 MCA.

Third Grade MCA Reading Trends



2021 WBWF Results

60.2% of Northfield 3rd graders were proficient on the 2021 MCA Reading Test

[MCA Results](#)

[State Context](#)

What's Next

Action Steps:

- ❖ Additional FTE in grade 3 at BW and SC
- ❖ Whole class interventions or flexible grouping
- ❖ SIPPS and other reading interventions
- ❖ MN Reading Corps support

2021 – 22 Grade 3 Reading Goal

65% of third graders will meet or exceed grade level standards on the 2022 MCA.

All racial and economic achievement gaps between students are closed.

GOAL THREE

2020 – 2021 Achievement Gap Goal

The attendance rates of FRP and Hispanic student groups will meet or exceed 90% for the 20-21 school year.

MDE Attendance Indicators



Consistent Attendance Goal - By the year 2020:

Reach a consistent attendance rate of 95 percent with no group below 90 percent.



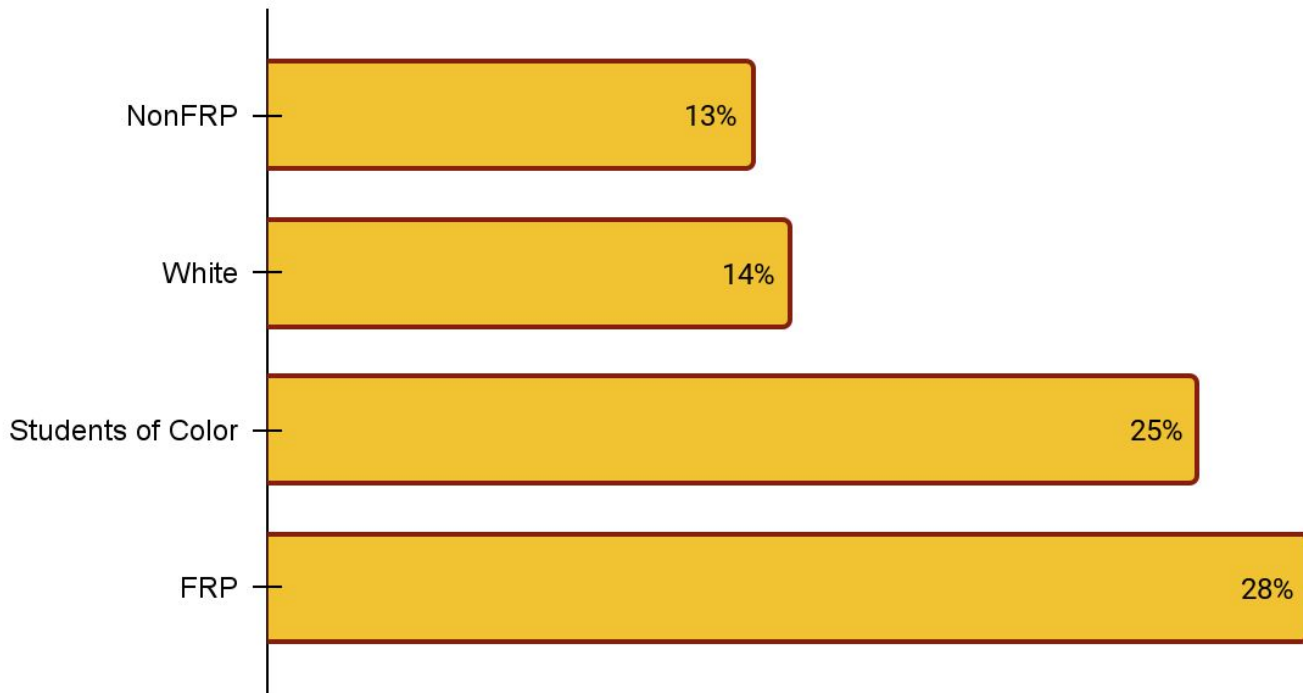
- If a student attends more than 90 percent of the time they are enrolled, they are considered consistently attending. This means that a student who misses 10 percent or more of the time they are enrolled is considered chronically absent.
- In general, if a school employee is being paid to supervise or provide services to a student, that student will be counted as “in attendance.”
- Since school employees are being paid to supervise students at these events, a student who is out of school to attend an **athletic or other extracurricular event** counts as “in attendance.”

2021 WBWF Results

Due to COVID-19, 2020-2021 attendance accountability data is not available.

2020-2021 Local Attendance Data

Percent of Students Missing 17+ Days of School by Demographic



What's Next

Action Steps:

- ❖ Family Engagement Navigators
- ❖ District MTSS Process and Dashboard
- ❖ Check and Connect Promise Fellows at the secondary level
- ❖ Equity PLC work each month
- ❖ Secondary SEI survey administered quarterly

2021 – 2022 Achievement Gap Goal

The attendance rates of FRP and Students of Color groups will meet or exceed the rate of NFRP and White peers in 21-22.

All students are ready for
career and college.

GOAL FOUR

2020 – 2021 Career and College Readiness Goals

Increase percentage of proficient 8th graders to 75% on the 2021 MCA Reading and Math tests

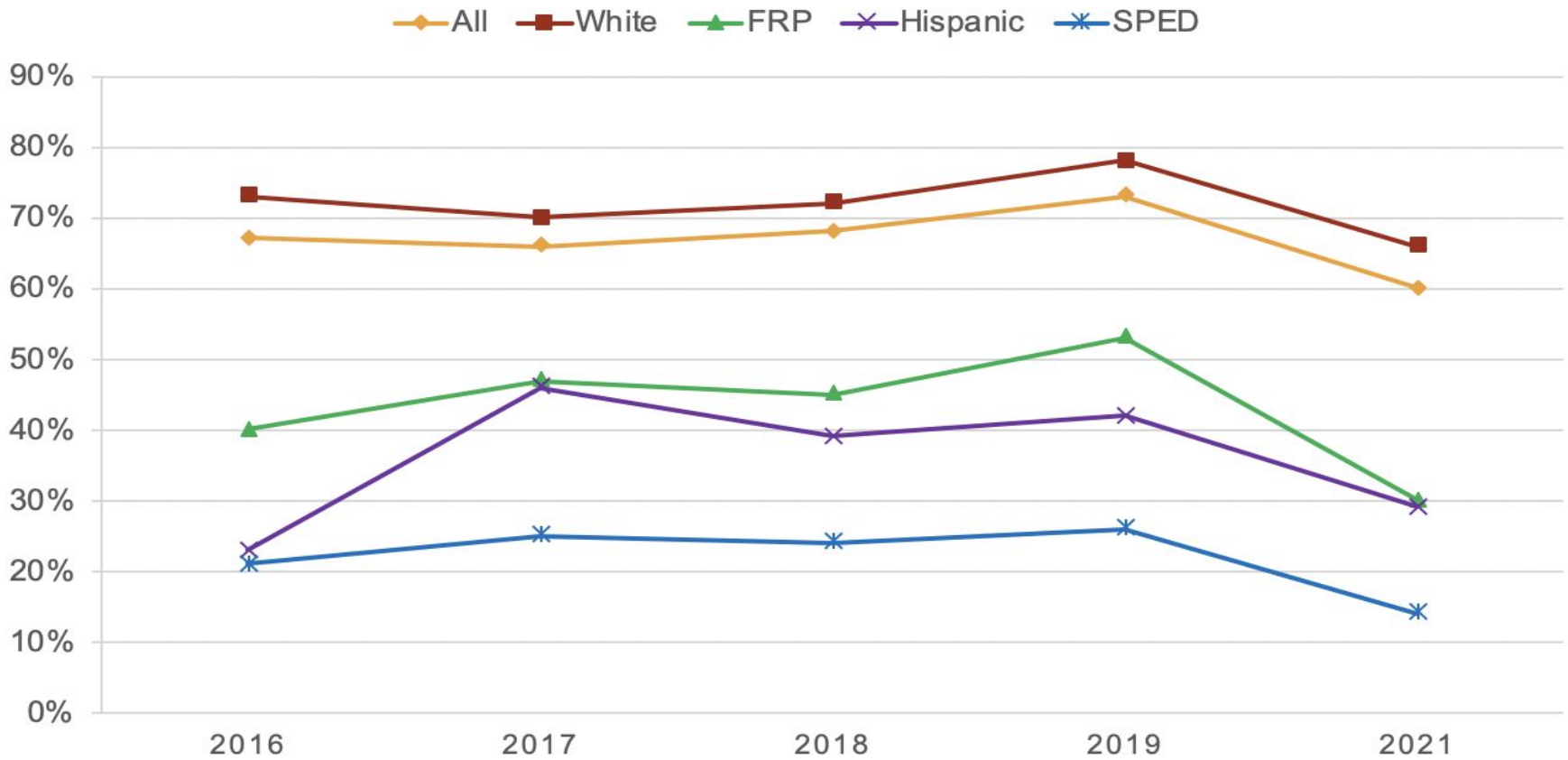


Increase the percentage of students meeting the ACT college ready benchmarks in all 4 subtests to 40% for the Class of 2021

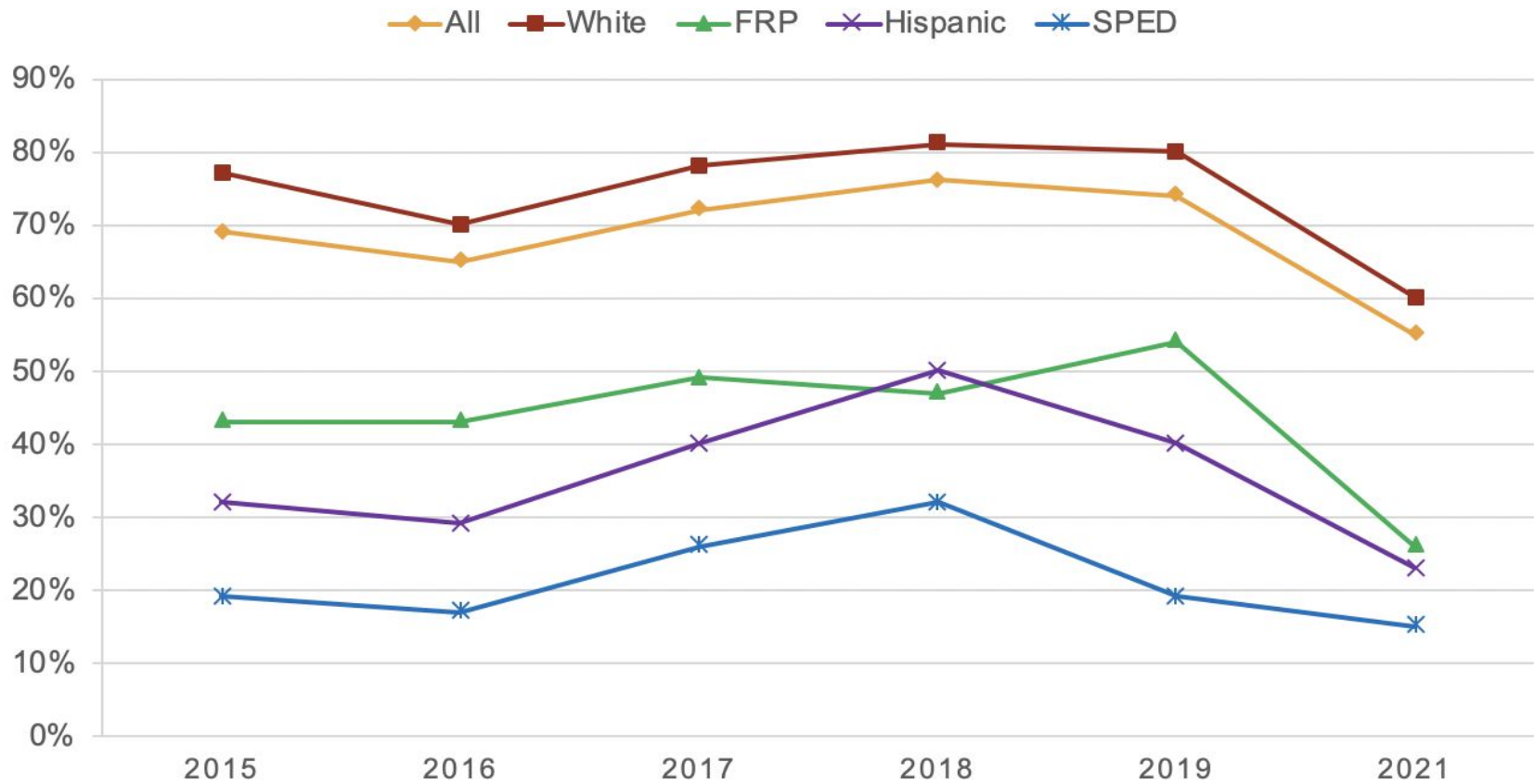
2021 WBWF Results

- ❖ 8th Grade MCA Reading Proficiency: **60%**
- ❖ 8th Grade MCA Math Proficiency: **55%**
- ❖ Percentage of the Class of 2021 who met the ACT CRB in all 4 areas: **34%**

Grade 8 MCA Reading Trends



Grade 8 MCA Math Trends



2021 WBWF Results

59.5% of Northfield 8th graders were proficient on the 2021 MCA Reading Test, and 54.5% were proficient in math.

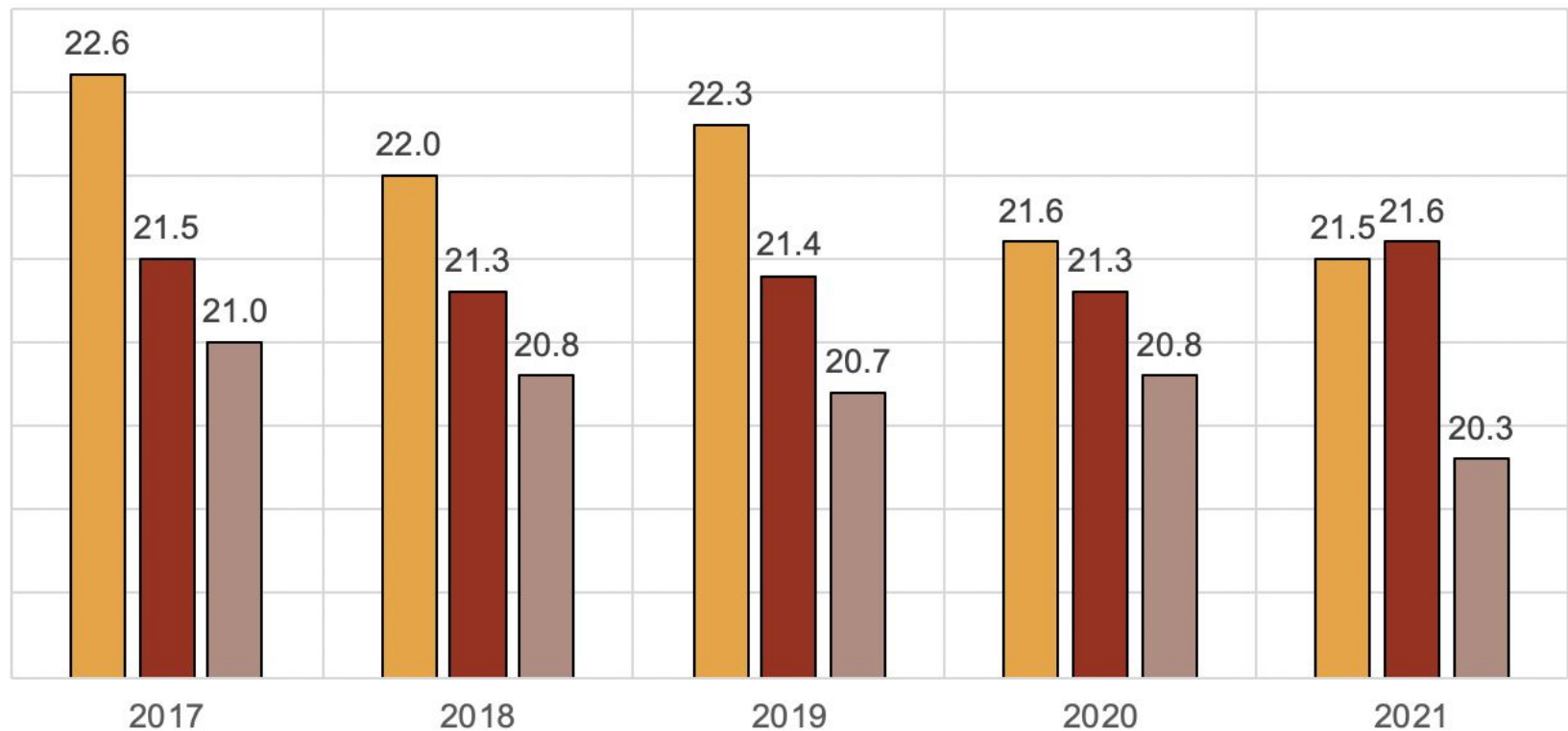
[MCA Results](#)

[State Context](#)

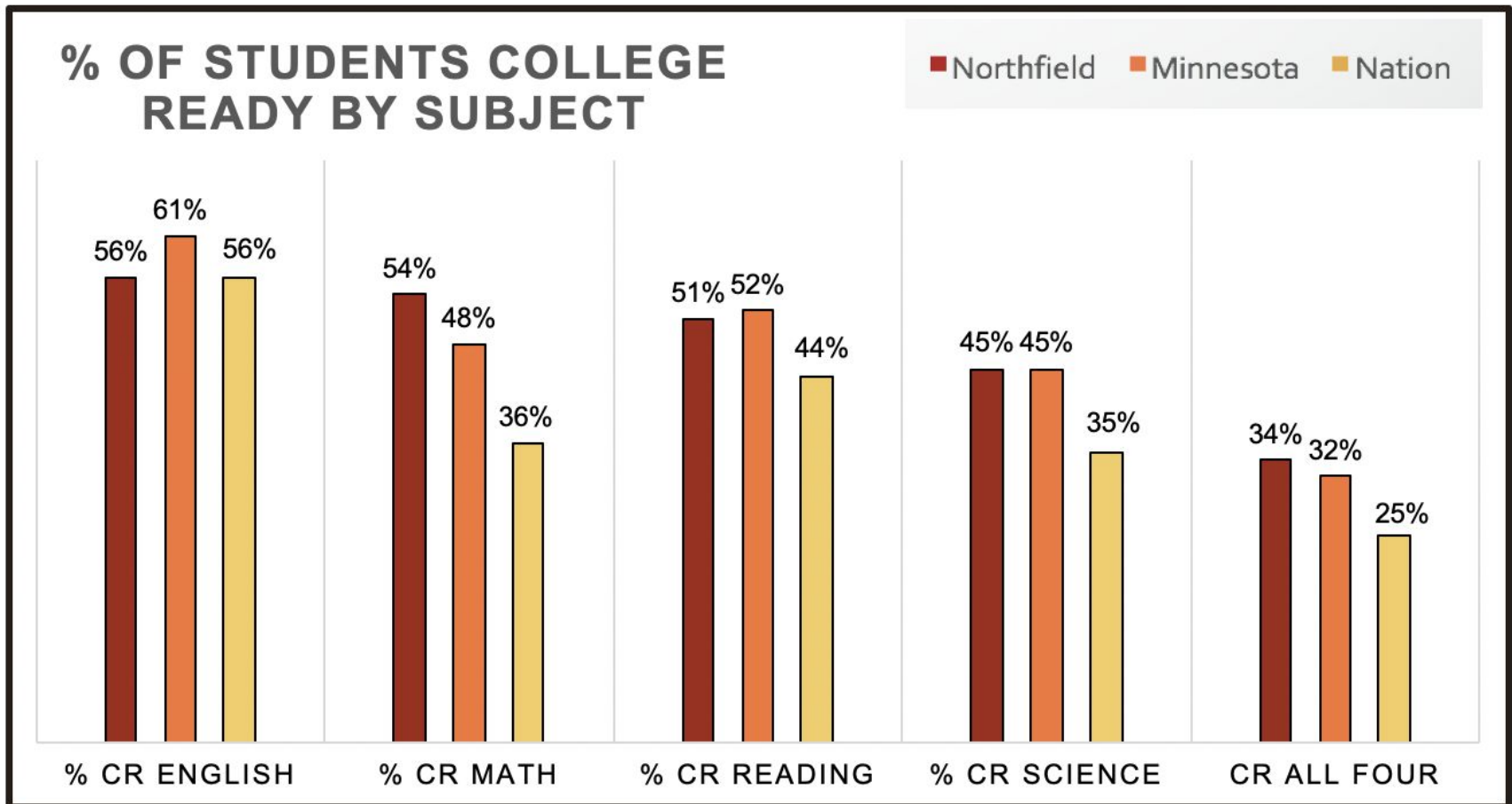
ACT College Readiness Report for the Class of 2021

Average ACT Score by Graduating Class Year

■ NPS ■ State ■ Nation



Class of 2021 ACT Results



What's Next

Action Steps:

- ❖ Implementation of AVID at the the middle school
- ❖ Expansion of College in the Schools at Northfield High School
- ❖ Expanded use and monitoring of Edgenuity at NHS and the ALC
- ❖ ACT preparation as part of CCR time
- ❖ Expand use of Naviance test prep module

2021 – 2022 Career and College Readiness Goals

Increase percentage of proficient 8th graders to 65% on the 2022 MCA Reading and Math tests



Increase the percentage of students meeting the ACT college ready benchmarks in all 4 subtests to 40% for the Classes of 2022 & 2023

All students graduate from
high school.

GOAL FIVE

2020 – 2021 Graduation Goal

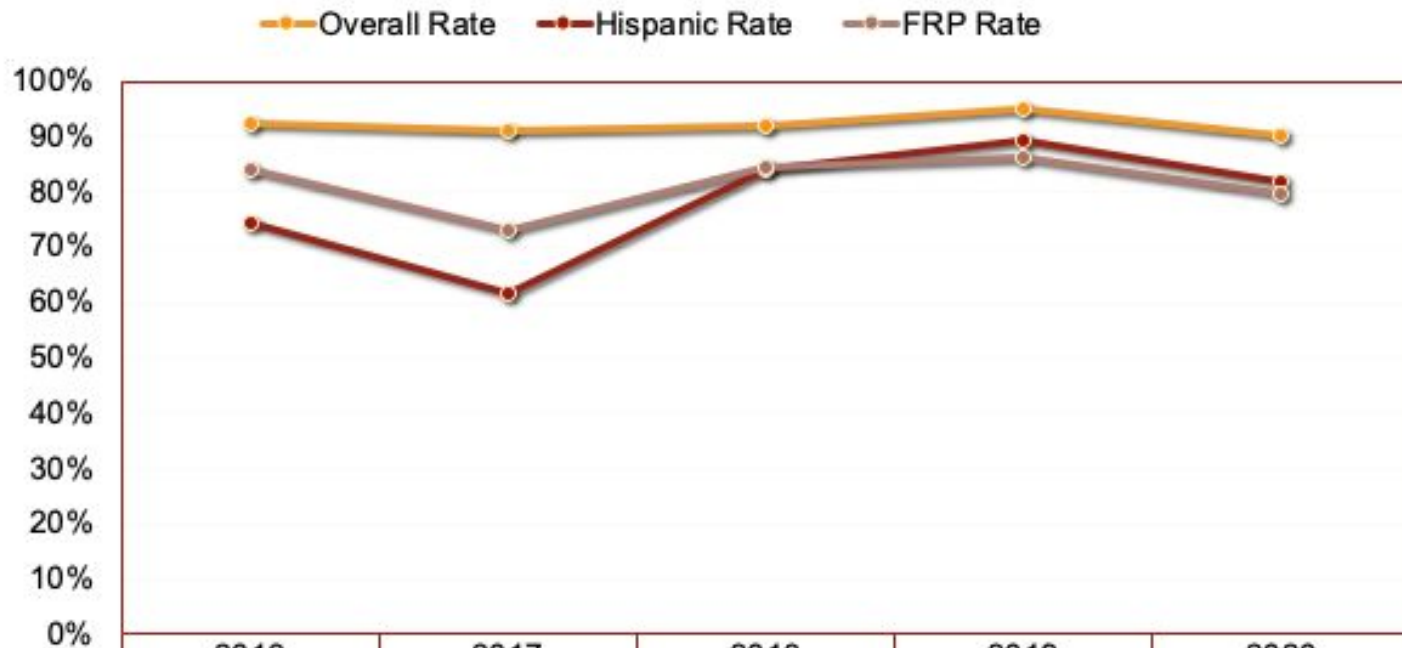
The Northfield
School District
will achieve a 4
year graduation
rate of at least
95%.

2021 WBWF Results

The 2020 4-year graduation rate was **90%** for all Northfield School District students and **96%** for Northfield High School.

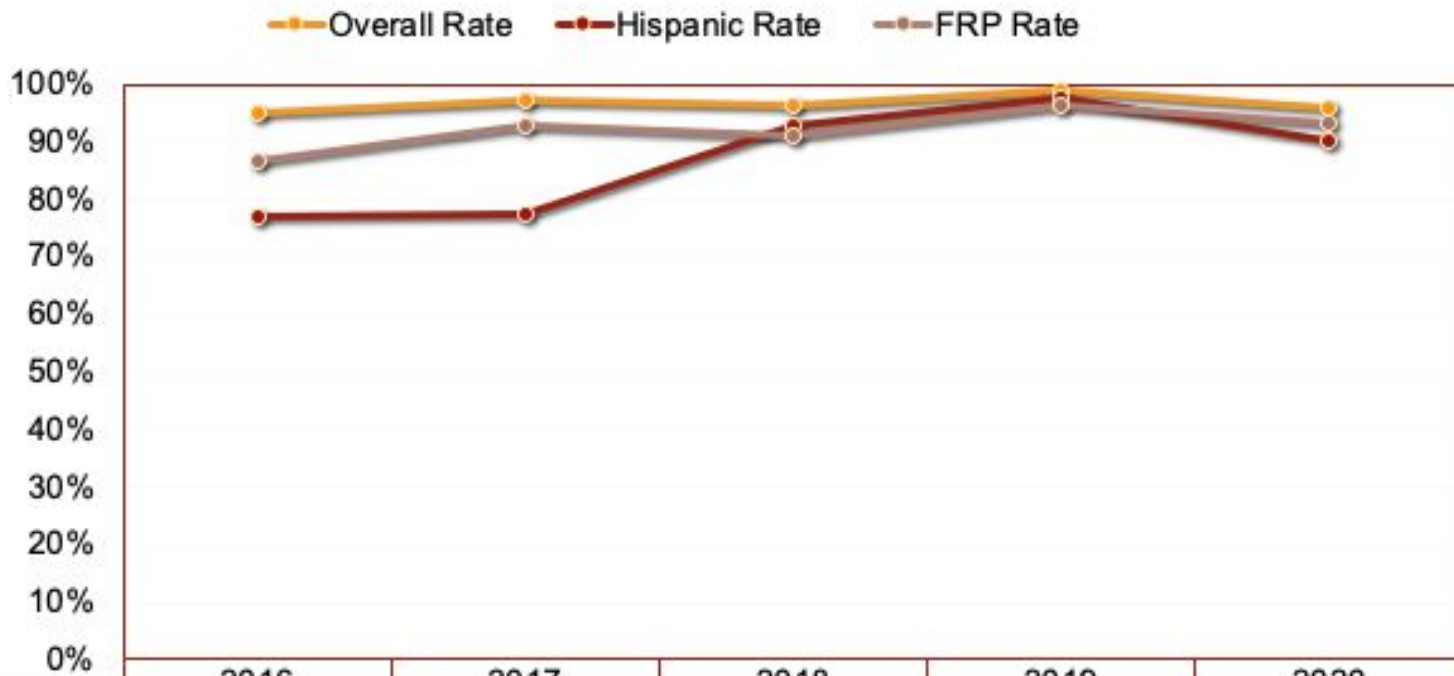
Source: 2020 MDE Graduation Data

4-Year Graduation Rates Northfield School District



	2016	2017	2018	2019	2020
Overall Rate	92.5%	91.2%	91.9%	94.9%	90.0%
Hispanic Rate	74.3%	61.8%	83.8%	89.1%	81.6%
FRP Rate	83.9%	72.9%	84.6%	86.3%	79.5%

4-Year Graduation Rates Northfield High School



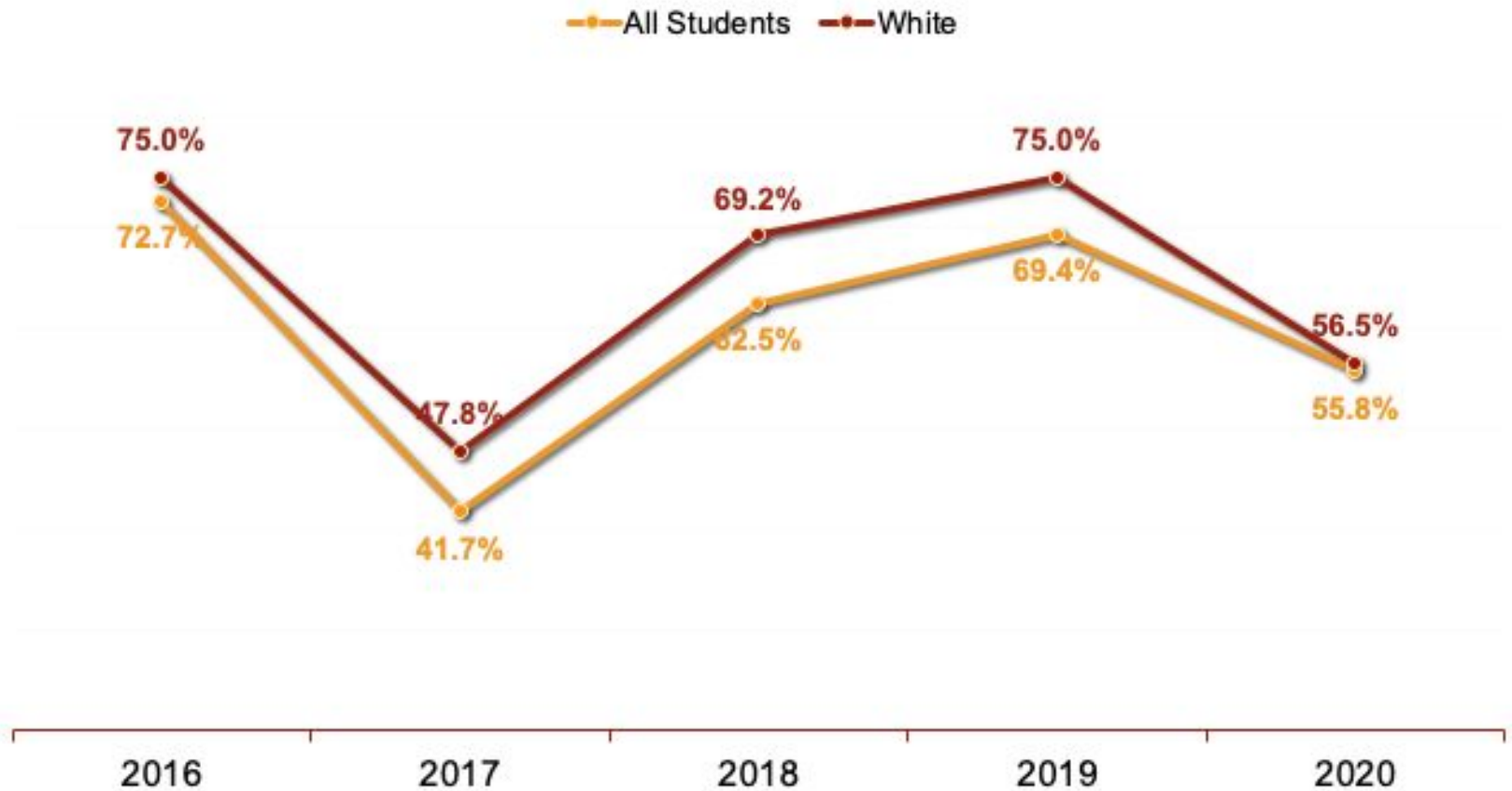
	2016	2017	2018	2019	2020
Overall Rate	94.8%	97.0%	96.1%	98.8%	96.0%
Hispanic Rate	76.9%	77.3%	92.6%	97.6%	90.3%
FRP Rate	86.5%	92.6%	90.8%	96.3%	93.2%

ALC Identification and Assurances

The School District of Northfield provides assurance that efforts to continue the following activities are in progress for the 2021-22 school year to address the identified need in the ALC 4-year graduation rate for all and white student groups:

- Continued communication and engagement with stakeholders.
- Reviewed comprehensive needs assessment for the school
- Implementing strategies outlined in the approved ALC School Improvement Plan
- Monitoring results and outcomes of action steps

4-Year Graduation Rates Northfield ALC



What's Next

Action Steps:

- ❖ Peer Helpers (Grades 9 – 12)
- ❖ Tightened procedures for tracking graduation cohorts
- ❖ Edgenuity for credit recovery
- ❖ Course mapping with standards alignment - NHS PLC work for 21-22
- ❖ Check and Connect Promise Fellows at secondary
- ❖ TalkingPoints for family connection

2021 – 2022 Graduation Goal

The Northfield
School District
will achieve a 4
year graduation
rate of at least
95%.

WBWF 2021 Results Summary

WBWF Goal	2019/20 Northfield Goal	Result
All children are ready for school	75% of incoming kindergarten students will meet the grade level benchmark on the Fall Kindergarten benchmark test	Not Met
All third graders can read at grade level	70% of third graders will meet or exceed grade level standards on the 2021MCA	Not Met
All racial and economic achievement gaps between students are closed	The attendance rates of FRP and Hispanic student groups will meet or exceed 90% for the 18-19 school year.	Not Met
All students are ready for career and college	Increase percentage of proficient 8th graders to 75% on the 2021 MCA Reading and Math Tests	Not Met
	Increase the percentage of students meeting the ACT college ready benchmarks in all 4 subtests to 40% for the Class of 2021	Not Met
All students graduate from high school	The Northfield School District will achieve a 4 year graduation rate of 95%	Not Met

Achievement and Integration Baseline Report

Goal 1: College ready composite benchmark scores for high school seniors who qualify for FRP will increase from 35% in 2018 to 60% in 2022 as measured by either the ACT composite benchmark score or the Accuplacer Next-Generation Reading and Math.

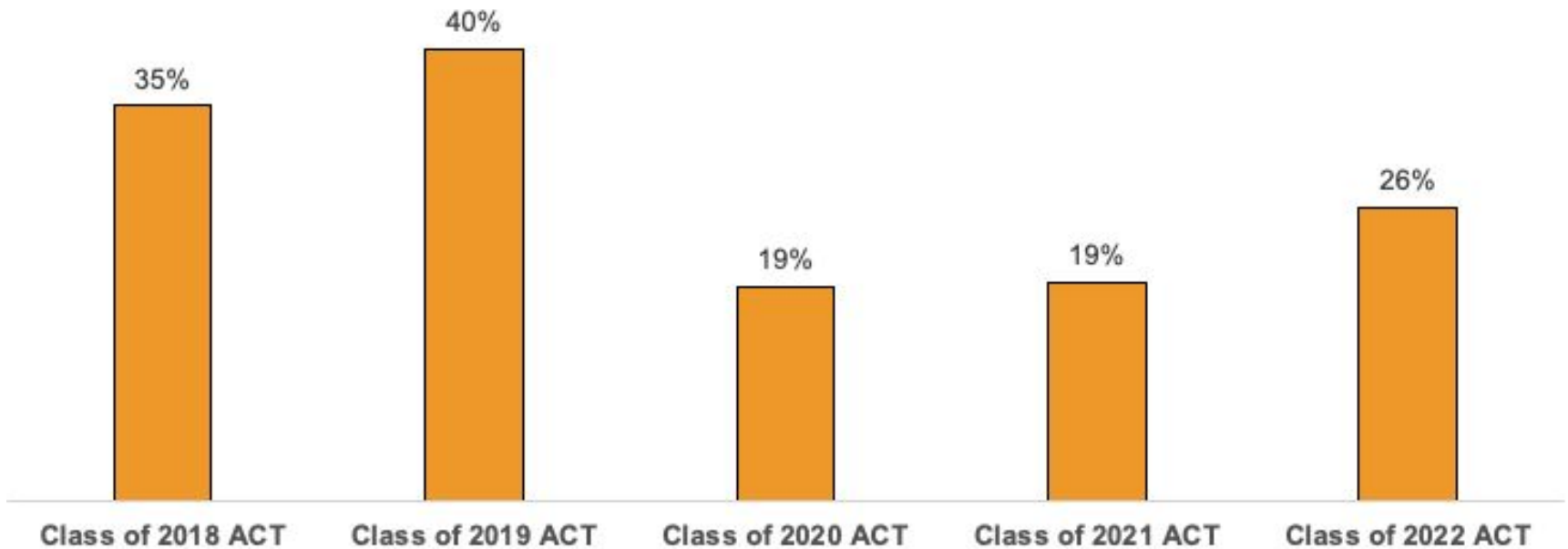
Goal 2: The reading proficiency gap between Non-FRP and FRP student groups enrolled at Northfield Middle School will decrease from 27% in 2018 to 14% in 2022.

Goal 3: Increase students' awareness and understanding of district data from baseline data obtained in a pre summit survey by 10% in a post summit survey as measured by district generated surveys.

A&I Goal 1


College ready composite benchmark scores for high school seniors who qualify for FRP will increase from 35% in 2018 to 60% in 2022 as measured by either the ACT composite benchmark score or the Accuplacer Next-Generation Reading and Math.

**Percent of FRP Students Meeting
ACT Composite Benchmark**



A&I Goal 2

The reading proficiency gap between Non-FRP and FRP student groups enrolled at Northfield Middle School will decrease from 27% in 2018 to 14% in 2022.



The Grade 8
Reading MCA
FRP/NFRP
achievement
gap was 36% in
2021.

A&I Goal 3

Increase students' awareness and understanding of district data from baseline data obtained in a pre summit survey by 10% in a post summit survey as measured by district generated surveys.

The 2020-2021 student data summit was not held due to the COVID-19 pandemic.

We are exploring options for a 2022 spring student data summit.

Questions?

Northfield Public Schools
2021 MCA Results with State Context - All Students

Grade	Subject	2021 Proficiency Rate	Northfield Proficiency Change from 2019	State Proficiency Change from 2019	Percent of Districts (01) with lower 2021 Proficiency Rate	Percent of Northfield Students Testing
	Above State Proficiency Rate		Increase Decrease	Increase Decrease		
3	Reading	60.2%	-8%	-6.2%	82%	91.9%
	Math	68%	-12.2%	-8.6%	70%	
4	Reading	54.8%	-8.6%	-6.1%	71%	86.7%
	Math	67.1%	-6.6%	-10.2%	75%	
5	Reading	73.1%	2.8%	-6.4%	88%	87.9%
	Math	64%	12.9%	-11%	92%	87.6%
	Science	54%	2.1%	-7%	64%	88.3%
6	Reading	71.6%	-5.6%	-7.9%	92%	85.8%
	Math	53.3%	-3.5%	-13.4%	85%	74.8%
7	Reading	54.9%	-10.1%	-9.3%	80%	85.3%
	Math	47.6%	-21.4%	-14.9%	79%	85%
8	Reading	59.5%	-13%	-8.2%	89%	87.2%
	Math	54.5%	-19.7%	-15.6%	85%	86.5%
	Science	45.7%	-15.1%	-9.2%	91%	
10	Reading	68.3%	5.5%	-2.2%	88%	60.5%
	Science	59.3%	1.2%	-6.2%	85%	96.5%
11	Math	51.2%	-7.3%	-3.8%	83%	74.9%

**Equitable Access to Excellent Teachers - Northfield Public School District
MDE Data - Fall 20201**

Fall 2021	BW	GVP	SC	MS	HS	ALC	Statewide High Poverty Schools	Statewide Low Poverty Schools	Statewide High SOC Population Schools	Statewide Low SOC Population Schools
Experienced Teachers	88.1%	97.5%	95.1%	98.3%	94.8%	90%	78.7%	89%	80.6%	86.7%
Licensed Educators	98%	100%	100%	99.6%	97.4%	81.5%	93.8%	97.1%	95.8%	95.3%
Advanced Degrees	38.1%	50%	53.7%	61.4%	58.4%	50%	47.1%	65.8%	52.6%	47.8%
FRP Rate (10/1/21 - MDE)	18.2%	26.7%	19.5%	21.6%	16.2%	44.6%				
Students of Color (10/28/21)	18.2%	32.2%	17.5%	24.6%	22.0%	44.6%				